



SpencerFane®

Courtside with Spencer Fane and the Labor & Employment Team

February 24, 2021

12:00 pm CT – 3:30 pm CT

Spencer Fane attorneys Katherine Davis, [Helen Holden](#), Sonja McGill, [Pat McInerney](#), [Casey Murray](#), and Rachael Thomson recently presented the first session of the [WorkSmarts Half-Day Seminars](#).

The team discussed a variety of Labor and Employment topics, including:

- The changes in labor and employment law made by the Biden Administration.
- How management and human resource teams can recognize, properly address, and prevent allegations of sexual misconduct in the workplace.
- Insights for management in setting up effective strategies when faced with a government investigation or the need for an internal investigation.

Playing in a New Arena: What Employers Need to Know about Labor and Employment Law Trends in 2021 | 12:00–1:00 p.m.☒

Join our presenters for a discussion of how the landscape of labor and employment law will change under President Biden, from the top (who are the new coaches) to the bottom (the philosophy and how the game is played).

Defensive Strategies for Preventing [EEOC Harassment] Charges and Other Fouls☒ | 1:15–2:15 p.m.

This playbook empowers management and human resource teams with the ability to recognize, properly address, and prevent against allegations of sexual

misconduct in the workplace. Recent case law and engaging hypotheticals are used to highlight the difference between inappropriate conduct and unlawful harassment and will effectively enable the participant to address both. We will also use real life scenarios to help show how these laws can be applied to difficult or tricky situations.

Life In the Paint: Coaching Strategies for Workplace Investigations | 2:30–3:30 p.m.☒

This presentation will provide insights for management in setting up effective strategies to dribble, pass, shoot and rebound when faced with a government investigation or the need for an internal investigation. Our engaging presentation will address internal hot buttons, offer a playbook for responses to government inquiries, and will explore the all-important pregame strategy for a comprehensive game plan – from the jump to the final buzzer . . . and even post-game.